

in providing more objective information about the abilities and skills of older workers.

Also the provisions of this section which stress the development of educational efforts that would lead to the development of broader job opportunities for older people should be a most effective tool in reducing the incidence of this problem of discriminatory hiring practices based solely on chronological age.

I feel that the fact that section 3 providing for an education and research program is placed before section 4, "Prohibition of Age Discrimination," and section 7, "Enforcement," is most significant. The chief value of this proposed legislation is not in the legal enforcement aspects, although provision for enforcement is most necessary to gain the attention of the employers and the public and to give maximum strength to the legislation.

The primary value of this legislation results from the fact that it would provide a focal center around which a program of information and education, designed to break down discrimination on account of age, could be developed.

Although the bill is directed principally to combating arbitrary discrimination experienced by people age 45 to 65, section 13 provides that the Secretary of Labor may make appropriate adjustments in either the maximum or minimum age limit.

This flexibility should assist the Department of Labor in carrying out the intended program most effectively. A necessary complement to this legislation, as the President has indicated, is that existing programs which provide information, guidance, training, job placement, and job development opportunities for older workers should be expanded.

To strengthen these services, these existing programs should be augmented with greater numbers of qualified personnel to provide specialized services to all who need them.

Some improvement was shown in fiscal year 1966, when 100 positions for older worker specialists were added to the staff of the affiliated employment services.

One-third of these were for State administrative offices and the remaining two-thirds were added to the staff of five metropolitan offices to conduct demonstration programs featuring a concentration of counseling and job placement services.

Appropriations made for fiscal year 1967 to increase the older worker programs of the Bureau of Employment Security are being used to establish older worker service units in the local employment offices of 20 major cities, in addition to the five provided in the previous year.

An indication of what is being accomplished through these efforts is the fact that in several of the offices counseling has been made available to about half of the job applicants. In contrast, on a national basis, local offices counsel only about one out of every 15 or 20 older persons. Although the approximately 600 older workers specialists now working full time across the Nation represent real progress, this number is still nowhere sufficient to provide adequate services to all those in need of them.

What I am suggesting is the development of a more comprehensive program of information, counseling, referral, and training services